

5 February 1952

MEMORANDUM FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

SUBJECT: Career Service Progress Report

1. The above report seems to me to go further in scope than our immediate need and to embrace matters, such as the establishment of a distinguished service award program and of a hazardous pay policy (Tab E), which, however meritorious, are not relevant to our immediate problem.
2. I would not like to see you issue an ambitious statement such as that set forth in Tab E before a program has been initiated, tried out and the bugs worked out of it.
3. I would not aim a program initially at the entire Agency and would eliminate that part relating to all employees as set forth in Tab C, paragraph A. The program described thereunder, A.(1), is normal procedure which, I assume, we are doing in any case.
4. I would certainly limit the program initially to what are referred to as "staff employees and staff agents," as outlined in A.(2), but I do not like the suggestion of sabbatical leave in (2)(d).
5. The mechanics of a CIA Career Service Board and of Office Career Service Boards (Tab G) frighten me as cumbersome, but I cannot suggest better mechanics.
6. I would eliminate the recommendation that the employee enter a written agreement of intent to make a career of his employment, and I would eliminate the necessity of security concurrences of I&S for eligibility.
7. Among the Comments concluding Tab C, I would eliminate H. A., codification of rights and benefits; and if this is not eliminated, I would certainly not set forth tenure as a right any time.
8. Tab D on Employee Evaluation seems to me to be the soundest part of the report, and I would accept Tab F on Rotation.

Stuart Hedden

*Orig 11-2-52
1-Signature
1-GR*